

# The Public Health Services Workforce

Public Health Services (PHS) at the Department of Health and Mental Hygiene surveyed over 450 employees to better understand the public health skills and needs of our workforce. Findings are creating meaningful and accessible learning opportunities for all employees starting in summer 2017.

## Learning Style Preferences

56.8% Hands On (experiential)

25% Interactive Dialogue

18.2% Self-Study

# 58.5%

Respondents cited lack of time during the work day as the top reason for not taking training.

## Critical Training Needs



**Cultural  
Competency**



**Health  
Equity**



**Emergency  
Preparedness**

Cultural Competency, Health Equity, and Emergency Preparedness were the top three training needs across all levels (or tiers) of employees and offices that took the survey.

Employees self-selected into four tiers of employment and responded to questions based on a set of nationally recognized core competencies. Strengths and training needs by each category or tier are listed below. This is in addition to the overarching need for cultural competency, health equity, and emergency preparedness training.



**Strengths**

Analytical/Assessment Skills  
 Leadership and Systems Thinking  
 Policy Dev./Program Planning

**Needs**

Communications  
 Public Health Sciences



**Strengths**

Informatics  
 Policy Dev./Program Planning

**Needs**

Communications  
 Financial Planning/Management



**Strengths**

Analytical/Assessment Skills  
 Leadership/Systems Thinking

**Needs**

Financial Planning/Management



**Strengths**

Technology Skills  
*(e.g., Microsoft Office)*

**Needs**

Professional Development  
 Interpersonal Communication

For more information visit:

<http://pophealth.health.maryland.gov/Pages/Public-Health-Accreditation.aspx>

